National Security Personnel System

Update on “The Way Ahead”

17 May 2004

Next Steps – May & June

- Preparing for new consultation sessions with union leaders
  - *Restart the dialog and engagement process across all fronts – with leaders, managers and employees along with union leaders*
  - *Working Groups being established to support the consultation sessions: (Labor; Appeals and HR/Pay for Performance, etc)*
  - *Details of the process will emerge from the union leaders discussion*
  - *There are currently no "proposals" on the table*
- Preparing "Change Management" approach across DOD and Components
  - *Recognize that shift to any new HR, performance management, and hiring systems is a great "change" from current system*
  - *Begin to chart the course for a "change management" effort via the Components' chain of command*

Next Steps – May & June (Cont'd)

- Begin to identify the Pilot deployments for the early-adopters
  - *Pilots will lead the Department's implementation of the final NSPS system*
  - *Key organizations for identification of Change Management efforts; program input and readiness aspects*
  - *Sharing of lessons-learned from current Demo implementations (Lab and Acquisition Demo) – learn from those who experienced these efforts*
- Communications – in the next few weeks we will:
  - *Restart the consultation process with union leaders*
  - *Announce the Post-Strategic Engagement process – main steps*
  - *Develop and restart the NSPS design process*
  - *Update the NSPS website – access to current events/status*
  - *Provide periodic updates on program progress*

Next Steps – What is likely to happen next

- Union consultation sessions establish a portion of the process
- OPM “partners” participation will become more visible
  - *OPM will provide assistance/expertise throughout*
- Formal “Requirements” established – from the Strategic Engagement effort
  - *Creates a benchmark to assess appropriate content for the Labor; Appeals and HR/PFP final designs*
- Designs are not in-place today
  - *They will emerge from the consultation and working group efforts*
- Input & exchange expected across broad communities
  - *Union meetings will establish portion of approach*
  - *Anticipate broad outreach to leaders, managers, workforce as well as unions*

Next Steps – What is likely to happen next (Cont'd)

- "Governance" through Senior Executive, OIPT & PEO
  - *Charters/authorities being finalized for Senior Executive signature*
- Establishing aggressive but <u>event-driven</u> schedules
  - *Not firm, but will be based on outcome of first union consultation session*
  - *Will publish for all after dialog with unions*
- Component efforts and support will be key
  - *Concept of Operations includes Component Program Managers in PEO organization*
  - *Outreach to Components' Line Commands will be via Component PMs*
  - *There may be datacalls; focus groups; calls to be on formal Working Groups, etc*
  - *The "Change Management" effort will be via Component PMs*